

MINUTES  
SENATE DIVERSITY COMMITTEE  
Nov. 9, 2020

**In attendance: Margaret Rubega, George McManus, Likhitadevi Athina, Clarissa Ceglie, Julie Guild, Edith Barrett, Nissa Varghese, Micki McElya, Stephany Santos, Diane Lillo-Martin, Kimberly McKeown, Thomas Bontley, Clewiston Challenger, and Maryann Markowski**

M.Rubega called meeting to order at 10:04a.m.

1. Approval of the minutes of the October 5, 2020 meeting
  - a. Discuss: should we be including chat contents?
    - i. The chat box should not be included but comments that add to the discussion should be included
    - ii. Clarrisa motions that members should designate “for the record” for comments that should be included in the minutes otherwise chat contents will not be included in the minutes
  - b. News and Updates
    - i. Julie: Human resources is creating a mini diversity committee
    - ii. Margaret: Other committees are asking for review of representation from this committee on subcommittees of other committees to ensure they are accounting for diversity initiatives
  - c. Minutes were approved
2. Report from Chair:
  - a. Teams site set up to manage committee work
    - i. Maryann has created a Team’s site for subcommittees of this committee to place documents and have conversations
    - ii. There is a list of channels that are discussions that the committee is building effort on
      - The Vice-Provost has a Work Life Balance Task Force -- Maryann Markowski and Stephany Santos have volunteered to represent the SDC on that Task Force.
  - b. Subcommittee sign ups
    - i. Diane: Name and Mission subcommittee
    - ii. Kimberly McKeown: Name and Mission subcommittee
    - iii. Stephany Santos: Add anti-racism course subcommittee
    - iv. Likhita: Anti-racism
    - v. Nissa: Anti-racism
  - c. Strategic Planning process – how do we contribute?
    - i. Ensuring that everyone is working to some degree of standard is difficult; providing tools and resources may help
    - ii. Michael Bradford intends to have a conversation with the provost about conducting a network analysis of who is doing what on campus and to incorporate the network-mapping efforts in the strategic planning process
    - iii. Provost is intending to have a strategic planning process for the next 5 years that takes in account the impact of the pandemic
      1. Need to make sure that it takes into account equity and diversity
      2. How can we contribute as a committee?

- a. Margaret: Network-mapping
  - b. Maryann: Sign-up for an open-session to be part of the process
    - i. Not concerned about diversity and equity not being included
  - c. Clarissa: On the college department level, each college is having its own strategic process
    - i. People are hesitant to getting involved
    - ii. Concerned about how colleges are being told about the process
    - iii. The committee needs to work locally and have a voice in these areas
  - d. Likhita: Concerned about if students will be involved in the process
    - i. Clarissa: In terms of DEI, behind in the process, students are involved in the college process
    - ii. Margaret: Overarching conversation about the student involvement in administration is needed
3. Discussion: What should we be doing?
- a. Name change for the committee
    - i. Need a subcommittee to create a proposal for a name and statement that matches the committee's efforts for the SEC
    - ii. New committee descriptions will be voted on the February Senate meeting
    - iii. What should be included name and the mission of the committee look like
      - 1. Edith: Inclusion
      - 2. Kim: Equity
      - 3. Edith: Diversity comes off as being superficial
      - 4. Stephany: Justice
        - a. Justice, Equity, Transformation and Inclusion (JETI)
        - b. Likhita: Justice also takes a step back and looks to right wrongs that have happened, whereas, equity, inclusion and transformation look to move forward
        - c. George: Our committee does not have any authority. Instead, our role consists of noticing injustices in policy that are systematic and institutionalized
        - d. Maryann: Consider the word advocacy
          - i. Possibly add to the mission statement
        - e. Mission statement
          - i. Julie: Consider how we are accomplishing these terms
          - ii. Margaret: View our mission as to review policy and propose changes to policy
    - iv. Role and responsibility in relation to other Senate committees
    - v. Action items

1. Will this committee have people sit in on other committees? How are designations such as BOT professor being awarded or not being awarded to faculty of color?
2. Senate has never made an official statement about bias on campus
3. What is the process of dealing with issues related to standing meetings and senate meetings?
4. Discussion: Senate resolution for more equitable Senate representation?
  - a. Likhita: Concerned about how students being involved in policy making and questioned student representation in the senate
  - b. George: Consider reviewing how seats are being allocated
    - i. Should address the issue of students feeling marginalized to the SEC
  - c. Julie: How is staff represented?
  - d. Margaret: This committee could create a subcommittee to review whether representation in the Senate is equitable and what it would look like it
  - e. Likhita: How often, when the senate is split and the student votes make a difference in the decisions in recent years?
5. Situation for foreign nationals working at UConn: case study (was on the agenda, but not addressed.)
6. Other business
  - a. Welcomed a new member: Nissa, a graduate student from the PNB department

Meeting adjourned at 11:32a.m.